We can look forward to another busy year for our Membership thanks to our tax incentive program. We are currently in the process of lobbying our elected officials in Sacramento to extend and expand the program beyond 2020. Vice-President Ed Duffy has been working hard with the Entertainment Industry Coalition (comprised of the major studios and organized labor) to make certain our tax incentives stay in place. We’ll keep you posted on our efforts and will be providing you with updates and what you can do to help get the incentives extended. All of our major (and many white paper) contracts are expiring this year. We will shortly be bargaining the contracts for Universal Studios Tours, “Black Book”, Location Manager and Casting Director contracts this year. We have already begun meeting with our Tours, Drivers and Location Managers Steering committees in order to develop proposals for the 2018 negotiations. We will also be sending out online surveys to get Member input. In addition to the usual concerns around our negotiations, the big issues in the “Black Book” and Location Manager negotiations will revolve around Pension and Health benefits and New Media. (Please see the article on New Media in this edition of the Newsreel). Our Casting negotiations will focus on “stretching” of the weeks Casting Directors work as well as increasing the wage rates for our Associates. Local 399 has partnered with the #TimesUp movement and I’m pleased to announce that David Rubin, a Casting Director and 399 Member and I will serve as Members of the Industry Commission. The vast majority of our Members certainly need no reminder to be courteous and respectful to everyone on their crew. But the time has come for all of us to come together to stamp out sexual harassment and discrimination in the workplace. At our April Meeting we encouraged our Members to participate in D.R.I.V.E. (Democrat Republican Independent Voter Education). Our focus has been to make certain our Membership is united around issues that impact working families. In this era, it’s critical for all of us to be politically engaged and we should all come together to protect our own best interests. D.R.I.V.E. is a great way to supports our entire Teamster Membership. If you can, please consider contributing to D.R.I.V.E. I’m pleased to announce that the Leo T. Reed Scholarship fund, JC42 Scholarship Fund and the Teamsters National Black Caucus are accepting applications for 2018. The applicants for the Leo Reed Scholarship will continue to be selected by two staff-members of the LA County Federation of Labor. The fund allocates ten $2,500.00 scholarships for the children of our Members. Please see the article in this Newsreel. Good luck to all of our scholarship applicants!

The 4th annual Car & Motorcycle Show will take place this summer. We have included our Brothers & Sisters from the Basic Crafts to bring their classic cars to the show as well. I encourage all of our Members to register for the event and come out with your families for a fun-filled day. Save the date for August 25th!

I’d like to thank all of our Members who came out to play in our annual Ralph Clare Golf Tournament this year. Special thanks to Office Manager Greg Karson, our staff, sponsors and all other Unions that came out to play this year. We’ll be back in the same location next year.

We’ll also be hosting our annual Retiree reunion in the fall. Stay tuned for more information.

I wish all of our Members a prosperous and safe summer.

Fraternally, Steve Dayan

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BY JAMES P. HOFFA PUBLISHED IN THE DETROIT NEWS, APRIL 4, 2018

Hoffa: KING’S ECONOMIC DREAMS REMAIN UNFULFILLED

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In Los Angeles
BY MATTHEW KLEKNER

I like to say to get to the world of 'Snowfall' you have to peel the onion back multiple layers to get to where you are. "Snowfall" Location Manager Brian O'Neill.

"On a show like this, you don't really live in the standard filmworld. We don't often shoot in high faltering restaurants or big, beautiful Beverly Hills mansions," he continues.

"Early on I was just myself for the first month or so - a broad, strokey and souring of the next neighborhood. Once we narrowed them down, we started going door-to-door to find out where these characters would live and if these neighborhood would be ok with us filming there for the next five years. The story arc is a five-year plan all goes well."

The story of "Snowfall" starts in the summer of 1983 and what most people don't remember is that Compton was just another suburb then. Things were actually pretty good there, particularly because the area was, unlike today, only 99.8% black, but we might as well be creating 1940's," Says O'Neill.

"In '83 people didn't have their fences fenced off or bar basons all over. In 1986, '87, '88 when the neighborhood started to take a turn for the worse, the area for all security bars were put on people's houses and fences went up around their yards. In many of the neighborhoods where we shoot, we actually take down and put up all their fences and bars every time we come and go. "1983 doesn't seem like too long ago, but every-thing from the street signs to advertising signs had to be covered everywhere they went. There are also all the modern inventions like Disease, which pop up all over the neighborhood. So many things we take for granted every day didn't exist 30 years ago. And then there are the picture cars and simple walk and talk down the street makes multiple blocks of us clearing the street to put ing us places to park."

"They've also provided us with good security and fixed local neighborhood talents to help us manage and work with the neighborhood environment," Says Freeman.

South and East Los Angeles are not known as hotbeds of filming activity. These are neighborhod that are not used to a big company rolling in and changing things around and impacting their daily lives. Gaining access and trust required a group effort to lock down entire neighborhood and get everyone on board with sharing in the show's creative vision.

"I have a different view from all different background from all different neighborhood," Says O'Neill.

"Everyone was excited that we were coming to town, that we were going to portray their neighborhood. They know we are not there to exploit their community," says Freeman.

"We reached out to the City Council. We reached out to the LAPD. We have a number of different representatives all over the city," Says O'Neill.

"That's always a challenge whenever you go," Says Transportation Coordinator Craig Freeman. "You have to hide the company out of sight and you have to clear the streets of all the modern-day cars and trucks."

"Finding places to park huge companies and big equipment is really a challenge nowadays," adds Freeman. "All the lots that we would normally park at are gone now. That's a challenge for Lo-cations, but they do a great job on the show. We also invited a whole bunch of the neighborhood to our premiere last year and there was a sense of pride that we're seeing now in season 2."

"We're also trying to insti-tute an internship program at the neighborhood we film in, that's both East L.A. and South L.A. That's still in its infancy, but we're hoping to try to open the world of making to the people in the neighborhood."

"When 'Snowfall' was initially budgeted, they planned on being on set two or three days per episode. When you shoot, you're shooting, those days on stage allow Locations and Transportation to catch their breath, get caught up, and get prepped for the next episode. That was the initial plan at least, but 'Snowfall' often doesn't conform to the norms of filmmaking."

"We're beginning Episode 6 of this series and we've had, three days on stage in all six ep-isodes, and two of those were partial stage days as we moved out to a location at the end of an episode," Says O'Neill.

"I like to say we've out ten out of six episodes," he continues. "We have multiple locations every day, and we probably shoot 15 locations within an episode."

"It's a very busy show," Says Freeman. "TV has sort of evolved into a smaller footprint," says Freeman. "It's just easier to work since we have to move every night and sometimes multiple moves during the day."

"Smaller trucks are the main equipment for grip, electric and camera departments. It's just an easier way to travel and it makes it a lot easier for the different departments to access their equipment, since the smaller trucks can park closer. It's just a good formula for shooting shows like 'Snowfall,' when you travel smaller you can accomplish more." As a 41-year veteran of Local 399, Craig is no stranger to working in challenging environments. As a Transportation Coordinator he's coordinated many large projects like 'Hunger Games.' For the better part of the past ten years, a lot of his work has Tak-en him out of town throughout the country, to places like Texas, Virginia, New Orleans, Oklahoma, Kansas and Florida, to name a few.

"You meet a lot of great people and have a lot of great friends. It makes it come to the pure professional and knowledgeable work force, which they do amazingly! I'm only as good as the people I have around me and I've got some of the best and talented location pros around me," says Freeman.

On a feature you have a little bit longer to prep but you get all that stuff done prior to shooting. Sure, there's going to be changes during that process. But "Snowfall" got off to a rocky start. The initial pilot for the series was thrown out by the network, FX, and the show was scrapped. After about six months and a major over haul of the project, FX knew they had something special on their hands and now FX was sure to see the project through.

It helps that the studio and the producers understand what it takes to do a show like this on location. They trust us and give them the resources they need to do the job.

"If you're hiring and laying out locations, you inspect the equipment every week. That's always a challenge. So it can be a little bit of a pain in the respect. It's a lot of work, but we have a roster of full time equipment managers that we've trained. This show is a little bit different than normal because we are out every single day. They've al- lowed me to keep my core group with me the whole time and they are all doing a great job. So that makes it a little bit nicer and easier for me rather than having to cut back when we're on stage and lay off all my crew for a couple of days and then hire him back later."

"I carry basically the same list full time Drivers. So, it's great and it's nice for them because they know they're got a full team. You don't have to go looking around for a different show every couple of days says Freeman.

"Captain Dave More-is is doing a great job for me. I sort of leave all the daily work of the set to him. He does the daily production end of it. It's nice to have the capability of being able to rely on guys you know who can do the job without micro managing everybody."

The Locations department is well staffed as well, carrying anywhere between 10 and 15 people at a time. "You know I've got a very large team and they're five years at a time, so when it comes to the most difficult and challenging job I've been part of in my career," says O'Neill.

The work Brian and his Locations team did on Season 1 did not go un- noticed and they were awarded the best One-Hour TV Location Team of the Year and best One-Hour Location Manager of the Year by California On-Location Awards. Brian was really excited to see his team win because they deserve all the credit. And it was nice to be acknowledged. It's nice to be acknowledged but without the team I don't exist. I spend more of my days in the van scanning for the next episode and just trying to manage the problems that arise on a daily basis. I sort of spend a good day in Locations on one who needs to call for Locations."

"If I have to leave before he gets up I can usually see him before he goes to sleep, or vice versa, but to not have to be in a hotel each night is a great thing and I'm really hoping we get a renewal for another bunch of years to keep filming here."

"It's nice in the respect that everybody that you hire are experienced and they know what they're doing," Says Freeman. "It makes my job a lot easier. When I'm out of town I never know what the crew is going to be like and there's always some good, some bad."

"When you're in L.A., there's not a mononque questions and there's the whole learning experience of telling someone what they need to do."

"You know, they just don't get the same quality of work from out of the distant hire crews as they do in L.A. It's always nice to get back home and make a phone call to someone, and say, 'Hey you need to do this, and they do it'"

"I did a show in Atlanta last year and when I showed up on the studio lot I was surprised by how many people I knew. So many people had transported there or had been there for quite some time. Unfortunately, because that's where it was, especially in Features. Features are still catching up here in L.A. It's predominantly a TV driven town. So, if feature work is your forte, than you had to be out of town. That's hard, but that's the reality of it. There are more features coming back now, and the incentives have had a great impact. They've definitely turned this town around," says Freeman.

Los Angeles in the early 1980's. Much like "The Wire and Traffic," it’s a sprawling narrative that spans multiple characters, and neighborhoods in which they live - a large role in the story. As characters develop, so too do the neighborhoods.

In Los Angeles
BY MATTHEW KLEKNER

"Snowfall" is a dramatic series that centers on the crack epidemic that swept through Los Angeles in the early 1980’s. Much like "The Wire and Traffic," it’s a sprawling narrative that spans multiple characters, and neighborhoods in which they live - a large role in the story. As characters develop, so too do the neighborhoods.
When we think of our Teamster Local 399 Sisters, there are a few words that immediately come to mind: resilience, determination, and hard work. Our Teamster Local 399 Sisters have been fighting for the rights of their fellow members for years, and their commitment to each other and to their work is truly inspiring. We are grateful for all that they do to support our Teamster Local 399 Members and our Teamster Local 399 Union.

When thinking about the role of Teamster Local 399 Sisters, there is one word that comes to mind: dedication. Our Teamster Local 399 Sisters have dedicated their lives to supporting their fellow Teamsters and the Teamster Local 399 Union. They have worked tirelessly to ensure that the rights of their fellow Teamsters are upheld and that the Teamster Local 399 Union is strong and vibrant.

When thinking about the role of Teamster Local 399 Sisters, there is another word that comes to mind: resourcefulness. Our Teamster Local 399 Sisters have been able to find creative solutions to the challenges that they face in their work. They have been able to use their resources and the resources of their fellow Teamsters to ensure that the Teamster Local 399 Union is strong and vibrant.

When thinking about the role of Teamster Local 399 Sisters, there is one more word that comes to mind: strength. Our Teamster Local 399 Sisters have been able to maintain their strength in the face of adversity. They have been able to stand up for their fellow Teamsters and the Teamster Local 399 Union, and they have been able to ensure that the rights of their fellow Teamsters are upheld.

When thinking about the role of Teamster Local 399 Sisters, there is one word that comes to mind: pride. Our Teamster Local 399 Sisters are proud of their work and of the Teamster Local 399 Union. They are proud to be part of a strong and vibrant Teamster Local 399 Union, and they are proud to be able to support their fellow Teamsters.

When thinking about the role of Teamster Local 399 Sisters, there is one final word that comes to mind: hope. Our Teamster Local 399 Sisters have hope for the future of the Teamster Local 399 Union and for the rights of their fellow Teamsters. They have hope that the Teamster Local 399 Union will continue to be strong and vibrant, and they have hope that their fellow Teamsters will continue to be able to support each other.

In conclusion, our Teamster Local 399 Sisters are a shining example of the strength, dedication, resourcefulness, and pride that are embodied by our Teamster Local 399 Union. They are a testament to the fact that when we stand together, we are stronger and more capable of overcoming any challenge.
**Understanding New Media**

At our January 2018 General Membership Meeting we explained in great detail the network surrounding New Media to set the stage for our upcoming Black Book & Location Manager Negotiation Meetings. We wanted to recoup some of the information shared for those who were unable to attend the Quarterly Meeting, as well as provide an informational tool that you can share with other Members seeking to understand the details and importance of New Media moving into the future.

**Let’s start with the Basics…**

1. **What exactly is New Media?**
   - Streaming: Delivery of digital media over IP to terminals such as computers, set-top boxes, or other video-capable equipment.
   - Internet: Streaming services that began to get into producing content the way that Cable did 15 years ago.
   - Apps: Delivery of digital media that are downloaded through the Apple App Store or Google Play.

2. **How did New Media start?**
   - Beat the traditional networks, and the networks that were producing a series for Netflix, that produced a series for Netflix, that produced a series for Netflix, that produced a series for Netflix.
   - Local 399 has more money invested in our series that Netflix, but they are not our current Black Book.

3. **Is there New Media language in our Black Book?**
   - No. Local 399 does not agree to a New Media language because the employees wanted us to work for rates below the MOW rate. They are not the same as Pension and Health contributions; they are back end contributions that were negotiated in 1960. The Producers pay a percentage of the products generated via Supplemental Markets such as DVDs, VHs, or paid Television Programming.
   - Since there isn’t New Media language concerning Residuals, we are not taking those monies into the Trust Fund. MOW is therefore contributing Residuals and the Residual fund is still healthy. Teamsters Local 399 is still receiving Residuals in the Trust Fund con- senting 40% of supplemental markets from tradit- tional TV and Feature Films Production.

4. **What are 2 issues that we are currently facing…**
   - Residuals and fees for Promotional Products. Louis Stavisky has written a book. In turn Local 399 has to sign a contract with Par- ticipants who are now producing a series for Netflix. These Pictures for that specific production with terms.

5. **I am on a New Media show, does that mean my...**
   - As a Union, we are a family. Our Teamster Sisters & Brothers are not the same as Pension and Health contri- butions; they are back end contributions that were negotiated in 1960. The Producers pay a percentage of the products generated via Supplemental Markets such as DVDs, VHs, or paid Television Programming.

Make your voice heard! VOTE!

Exercise your power and make your voice heard by making sure you are registered to vote.

1. Days worked on a New Media production for your Dispatcher does not count towards placement on the Employment Exchange. New Media contribu- tions will still contribute to the Residual fund. But the Producers do not count towards Placement on the Employment Exchange.

2. We are continually working to offer classes that help our Members stay on top of the ever changing New Media world. It is important that you know what changes are being made and how to react to them.

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Q A

A Local 399 was recognized by PRG to repre- sent their Drivers in a successful NBC election. I’d like to thank Brother Ernie Barrera for his hard work in organizing this bargaining unit.

Q A

A We’ve been preparing for our Universal Tour Negotiations with our Negotiating Committee. We sent out a survey to the affected Members and are preparing to bargain in April. I’d like to give a big shout out to our Stew- ards and the bargaining committee for all of their efforts in preparing to bargain the contract.

Q A

A The decision is now in the hands of the Su- preme Court and will be announced any time now. The chance that this court will rule in our favor are slim. Still, we await the decision in the hopes that the Chief Justice court will not rule in favor of Mark Janus who brought the case.

Q A

A In this era, it’s critical for all of us to be politically engaged. Our focus has been to make certain our Membership is united around issues that impact working families. Whether you’re a Republican or Democrat, we should all come together to protect our own best interests. DRIVE is a great way to con- tribute as it supports our entire Teamster Mem- bership.

Q A

A We have support to all of our Members including our Retirees. We sponsor an an- nual reunion and want to support our Re- tirees with any questions or concerns they may have. They also hold the keys to the history of this great Local and their counsel to our younger Members should be listened to. I’d also like to create more events for our Retirees.

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A Our Universal Contract is in place and we are preparing for our Universal Tour Negotiations. We’ve been preparing for our Universal Tour Negotiations with our Negotiating Committee. We sent out a survey to the affected Members and are preparing to bargain in April. I’d like to give a big shout out to our Stew- ards and the bargaining committee for all of their efforts in preparing to bargain the contract.

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Q A

A Why do programs like DRIVE benefit our Members?

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A In this era, it’s critical for all of us to be politically engaged. Our focus has been to make certain our Membership is united around issues that impact working families. Whether you’re a Republican or Democrat, we should all come together to protect our own best interests. DRIVE is a great way to contribute as it supports our entire Teamster Membership.

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A We’ve been preparing for our Universal Tour Negotiations with our Negotiating Committee. We sent out a survey to the affected Members and are preparing to bargain in April. I’d like to give a big shout out to our Stew- ards and the bargaining committee for all of their efforts in preparing to bargain the contract.

Q A

A How do programs like DRIVE benefit our Members?

Q A

A In our 2017 General Membership survey it became clear that our Members had some great ideas as to how we might better communicate with and support them. We decided to develop an app to help centralize information from the Local, as well as give our Members their own personal portal to have information stored for quick reference specific to their craft. We will continue to develop both our new app and our current website to fit the needs of our Members. We always welcome feedback from the Membership and if you ever have any sug- gestions to share please email amy@ht399.org.

Q A

A A L A Trade Tech is undergoing renovations and couldn’t accommodate the Car Show this year. Also, our Members told us they would like to have the show in the Valley. I’m very much looking forward to having another great family event for our Members!

Q A

A What features are you most excited about in regards to the New App & Website?

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A How does DRIVE work and what can you tell the Membership about the importance of being a dues paying Member?

Q A

A I recently had a Member tell me that pay- ing his dues was a waste of money. I explained that for his monthly dues he receives a $10,000 life insurance policy in addition to negotiating his wages, working conditions and his Health & Pension benefits. All for less than $100.00 a month! Ask anyone in the private sector what they pay for health insurance alone! It’s a lot more than the cost of dues. Our dues also go to pay the per-capita taxes we pay to support the IBT, Joint Council 42, The Basic Crafts and the L.A. County Federation of Labor.

Q A

A Have a question you would like to see answered in our next Newsreel?

Q A

A What do you feel has been the biggest ac- complishment in the past Quarter?

Q A

A At our January 2018 General Membership Meet- ing, speaker Colonel Tim Ingram spoke to the Membership about the State Military Re- serves. Colonel Ingram is highly regarded by our Driver and Location Manager Members being recognized as the best at this level in times of emergency. Colonel Ingram commended the work our Members do with the ability to seamlessly create basecamps in remote locations at a fast and efficient pace for large scale productions. After Colonel Ingram finished his brief presentation at the meeting there was an overwhelming show of hands for those that expressed interest in learning more about the California State Military Reserve to and we are about getting involved.

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May 6th

SOCIETY FOR FINANCIAL AWARENESS TRAINING

Time: 9 AM
Location: Teamsters Local 399 Union Hall “B” Building

The Society for Financial Awareness, through AFL-CIO Labor Community Services, has introduced a program to help Members find financial comfort and success. The time has come to break the cycle of financial mediocrity and level the playing field by raising the bar for all. Must RSVP to attend. Space is limited. Email Business Agent Lindsay Dougherty to RSVP: ldougherty@ht399.org.

July 22nd, 2018

3RD QUARTER GENERAL MEMBERSHIP MEETING

Time: 8 am
Where: Pickwick Gardens

Bring cash if you would like to purchase any Teamsters Local 399 Merchandise. We will be bringing select styles to choose from.

August 25th

4TH ANNUAL CLASSIC CAR & MOTORCYCLE SHOW WITH THE BASIC CRAFTS

Time: 12 pm
Location: Woodley Park

Some of the best Classic Cars & Motorcycles around! More details and registration coming soon. Email amy@ht399.org if you have any questions.

May 31st

LEO T. REED SCHOLARSHIP DEADLINE

Must be received before May 31st to be considered for selection. Head to www.ht399.org to apply.

GET CONNECTED

Be sure to sign up to receive emails and text messages from the Local and get connected with our Social Media pages (Facebook, Twitter & Instagram) in order to stay up-to-date with information from the Local.

ANNOUNCEMENTS

- Please remember the safety guidelines and report anything you feel might be unsafe to the Production or Local 399. Download IATSE Local 600 Safety App to report anonymously.
- With the CHP doing enhanced enforcement and Commercial Companies choosing to become compliant, it’s important that Drivers remember to carry their current License and Medical Card – consider taking a picture of both.
- Coordinators and Captains please remember to include Chef / Drivers on your run-downs. We have many companies that support the industry that we are seeking to organize in the coming months.
- Remember to check your roster status with CSATF. If you are not listed on the roster in good standing you are not eligible to work and could be at risk of losing pension benefits, health benefits and days towards your seniority.
- Always fill out a logbook even if your employer doesn’t require it. Fines for not carrying a logbook and violations could add up to thousands of dollars.
- The front office at the Local has free logbooks. This is especially critical for the drivers on Commercials since the productions may not be in complying with the Federal Motor Carrier Administration (FMCSA).
- Please continue to notify the callboard if animals are working.
- When working on production and you see trailers that where not delivered by Teamsters (For example, small dressing room trailers) Please call a Union Representative.
- There is always a Business Agent available over the weekend. If you have any issues when the office is closed please contact: (818) 397-2131.
- Quarterly Dues are due: January, April, July & October. Failure to pay within these months will result in late fees.
- If you are interested in joining the Local 399 Retiree Committee – please email Business Agent Chris Sell: csell@ht399.org
- Head to our Teamsters Local 399 Facebook page to see more photos from the 27th Annual Ralph Clare Golf Tournament!
- Save the Date: 4th Annual Car & Motorcycle Show with the Basic Crafts will be held at Woodley Park on August 25th.

RETIRES

Local 399 would like to take a moment to recognize the hard work put forth by the Members listed below. Our most recent retirees have devoted years of service to this Local and we cannot thank them enough for their dedication to our Teamster family. We wish them the best of luck in their next chapter and appreciate their contribution to the tradition and legacy of Teamsters Local 399.

Ronald Antwine
Paul Brignan
Kenneth Day
James Downs
Peter Granthold
Brian Haney
Robert Jordan

Payton Kirkpatrick
Jeff Lira
Michael Lowe
Raul Ocana
Joseph Richardson
Robert Rosen
John Sagnay

Jimmy Tehee
Randy Tenhaeff
Patrick Toussaint
Shelley Trammell
Roland Vanderberg
Gary Vezmillon
Dale Warner

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LOCAL 399 ANNOUNCES

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JOB OPPORTUNITIES

- Payton Kirkpatrick
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OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have recently passed. To those that have lost a Father, Mother, sibling, spouse, child or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten.

Duard Binkley
Michael Brown
Hugh “Bad” Cairns
Patrick Cyran
Gloria Delano
Robert Dolan
Scott Gogreve

John Hawkins
William Kurz
Bruce Margolis
Sean Moore
Nearco Ossandon
Mike Rowlee

Nicholas Salapatas
Stan Simon
Robert Sturtevant
James Vargas
Walther West
Jacqueline Vargas
Jacqueline Xeloswi

Never miss a dues payment, Membership gathering or important information again! Sign up for direct email updates at: ht399.org